



DRIVE TO 55: BUILDING A TENNESSEE WORKFORCE

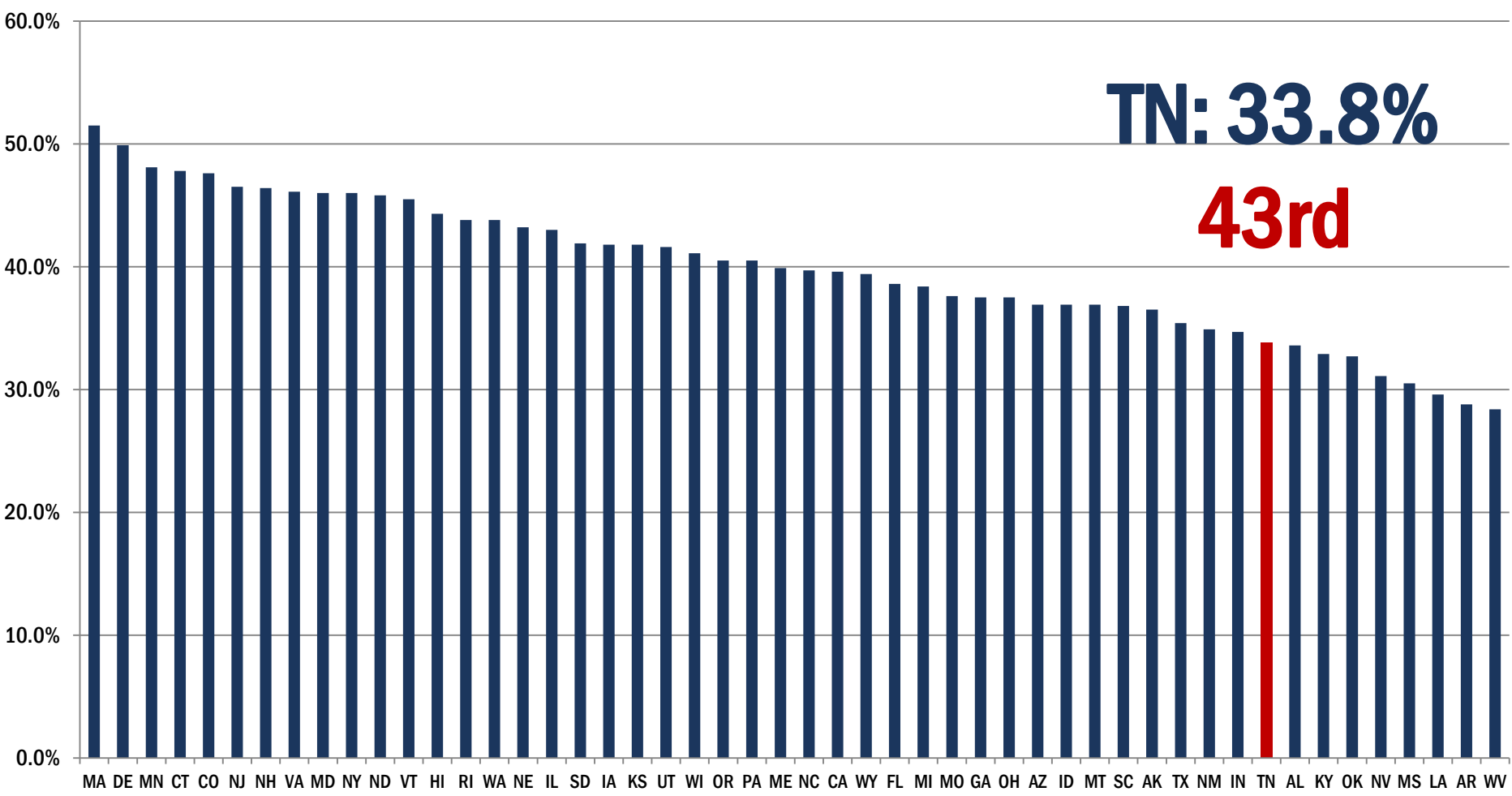
Steven Gentile, Associate Chief Fiscal Officer
Tennessee Higher Education Commission
Delta Leadership Conference

2/6/2018

TN's Attainment Goal: Drive to 55

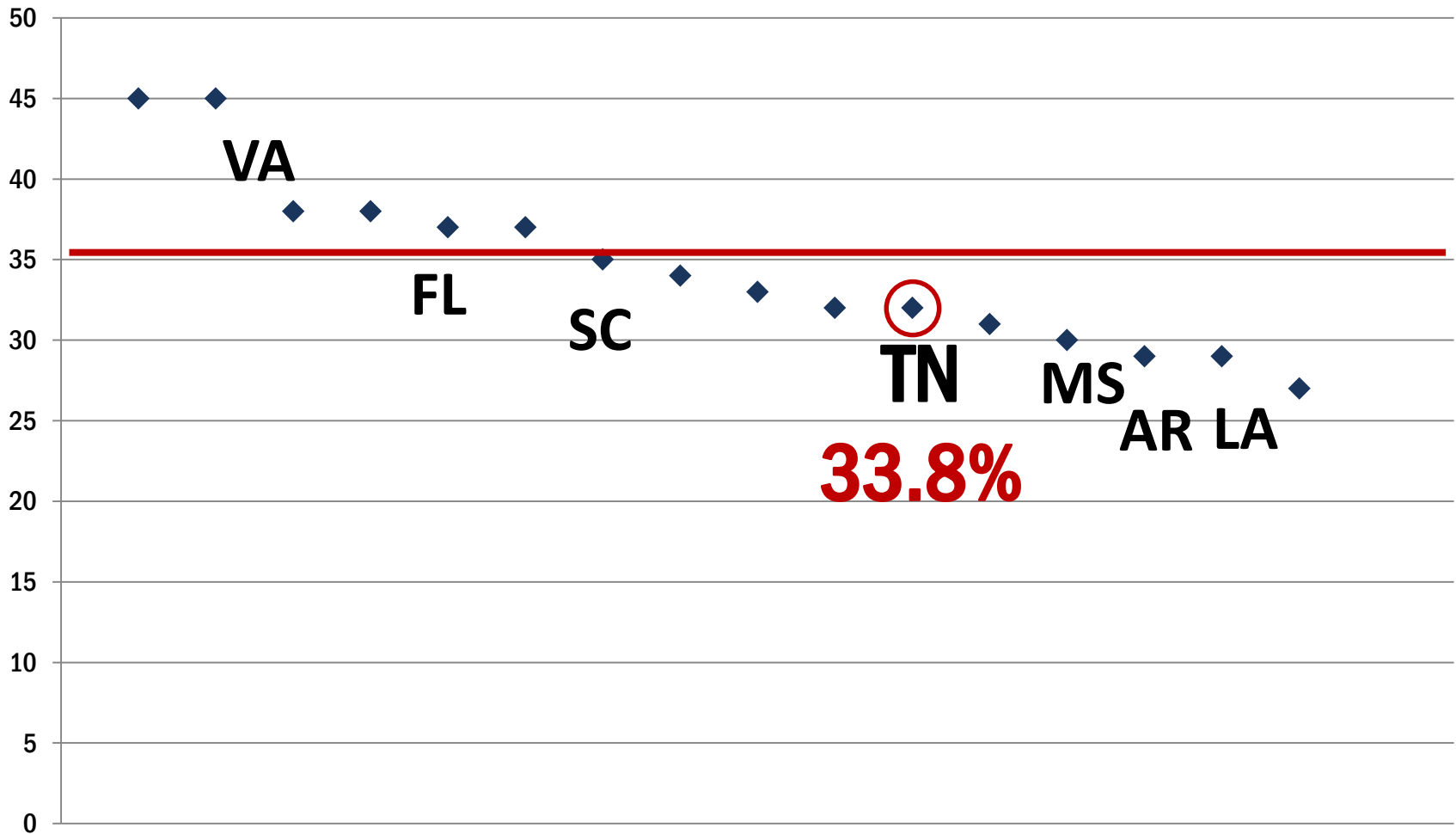
- By the year 2025, **55 percent** of working-age Tennesseans (age 25-64) will have a postsecondary credential.
 - Certificate, Associate's, Bachelor's
- Goal based on findings of A Decade Behind report (Carnevale and Smith, 2012)

Facing the Facts



Attainment in the South

Southern Region Average: 35.4%



Drive to 55 Initiatives:



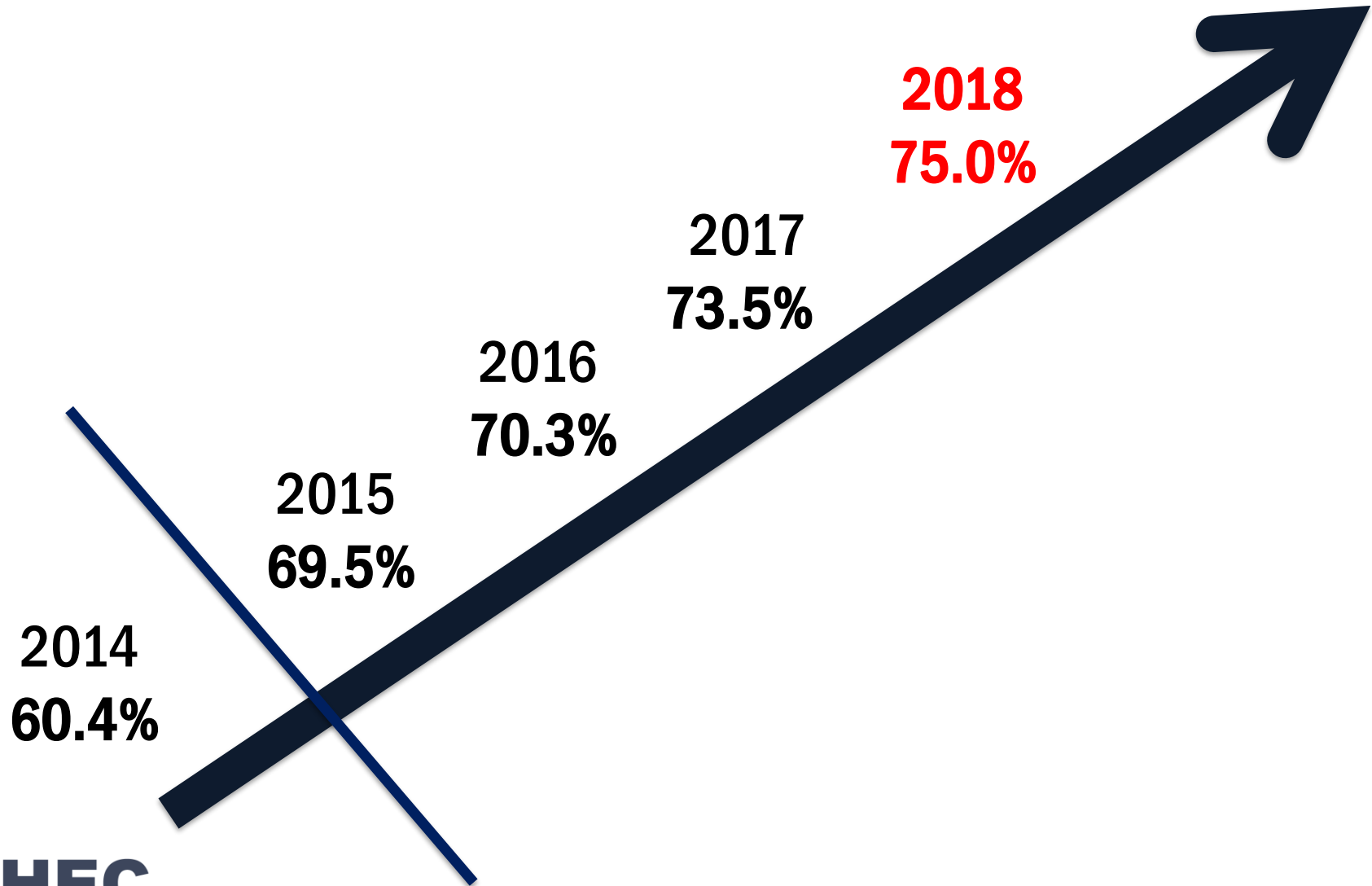
Suite of Initiatives

- Get students **READY**
- Get students **IN**
- Get students **THROUGH**
- **(RE)ENGAGE** Adults
- **ALIGN** with the workforce

Suite of Initiatives

- Get students **READY**
 - SAILS, dual enrollment
 - AdviseTN, TSAC outreach

FAFSA Filing Rate - #1 in the Nation



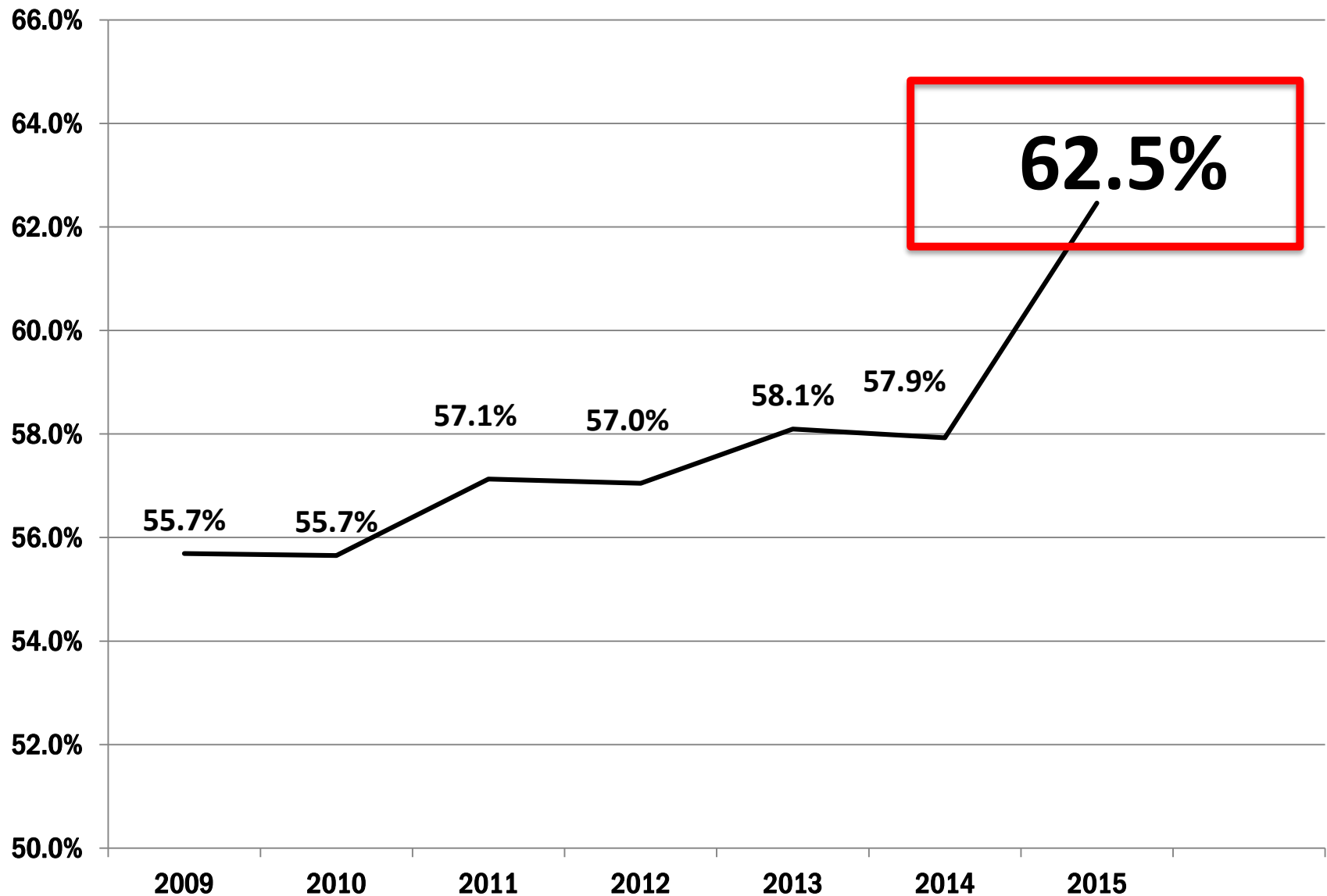
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 - Tennessee Promise, other state-funded financial aid

Tuition-Free Community College



College-Going Rate in Tennessee





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- Get students **THROUGH**
 - Outcomes-Based funding, Predictive Analytics

Outcomes-Based Funding Formula

University

Students accumulating 30 hours
Students accumulating 60 hours
Students accumulating 90 hours
Bachelors and Associate degrees
Masters/Ed. Specialist degrees
Doctoral/Law degrees
Research and service
Degrees per 100 FTE
Six-year graduation rate

Community College

Students accumulating 12 hours
Students accumulating 24 hours
Students accumulating 36 hours
Dual enrollment
Associate degrees
Long-term certificates
Short-term certificates
Job placement
Transfer out with 12 hours
Workforce training
Awards per 100 FTE

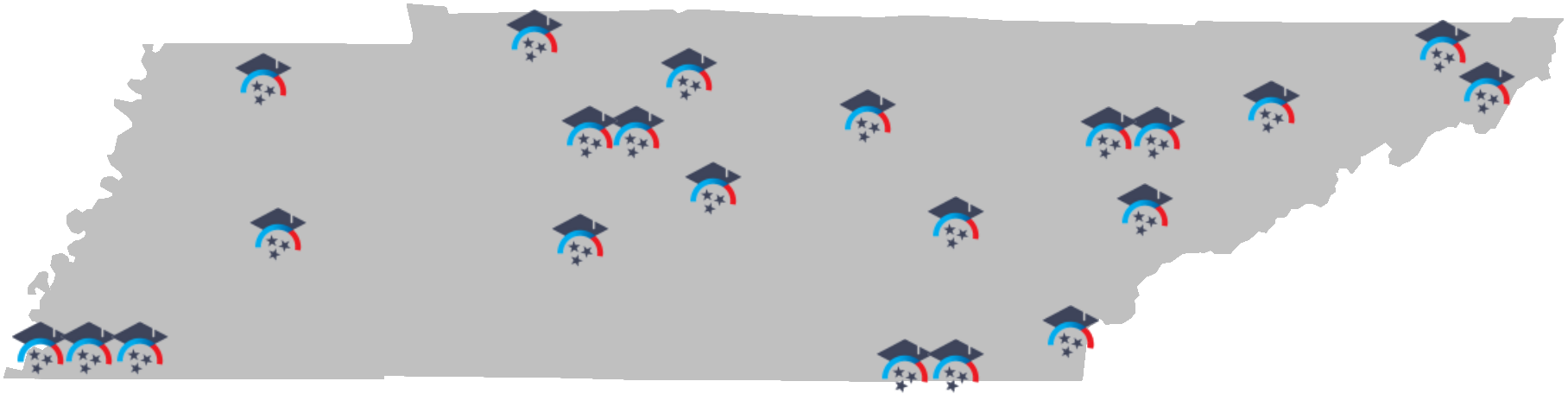
Persistence Metrics

- Overall, persistence is UP (especially at CCs.)
- Fall 2015-Spring 2016 retention: 80.6 percent
- Fall 2015-Fall 2016 retention: 63 percent
- As of Fall 2017: 56.2 percent “success”

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- **(RE)ENGAGE** Adults
 - Tennessee Reconnect, Prior Learning Assessment, Veterans

VETS Campuses



Austin Peay State University

Bryan College

Chattanooga State Community College

Christian Brothers University

Cleveland State Community College

Columbia State Community College

East Tennessee State University

Jackson State Community College

Lipscomb University

Maryville College

Middle Tennessee State University

Northeast State Community College

Pellissippi State Community College

Tennessee State University

Tennessee Technological University

University of Memphis

University of Tennessee – Chattanooga

University of Tennessee - Health Science Center

University of Tennessee – Knoxville

University of Tennessee – Martin

Volunteer State Community College

Walters State Community College

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 - Predictive analytics, Outcomes-Based funding
- **(RE)ENGAGE** Adults
 - Tennessee Reconnect, Prior Learning Assessment, Veterans
- **ALIGN** with the workforce
 - LEAP grants, employer engagement

LEAP Primary Goals

- Labor Education Alignment Program
- Identify and Address “Skills Gaps” in Local Workforce Pool
- Ensure Institutions Produce Credentials Employers Need
- Long-term Relationships between Employers and CCs/TCATs

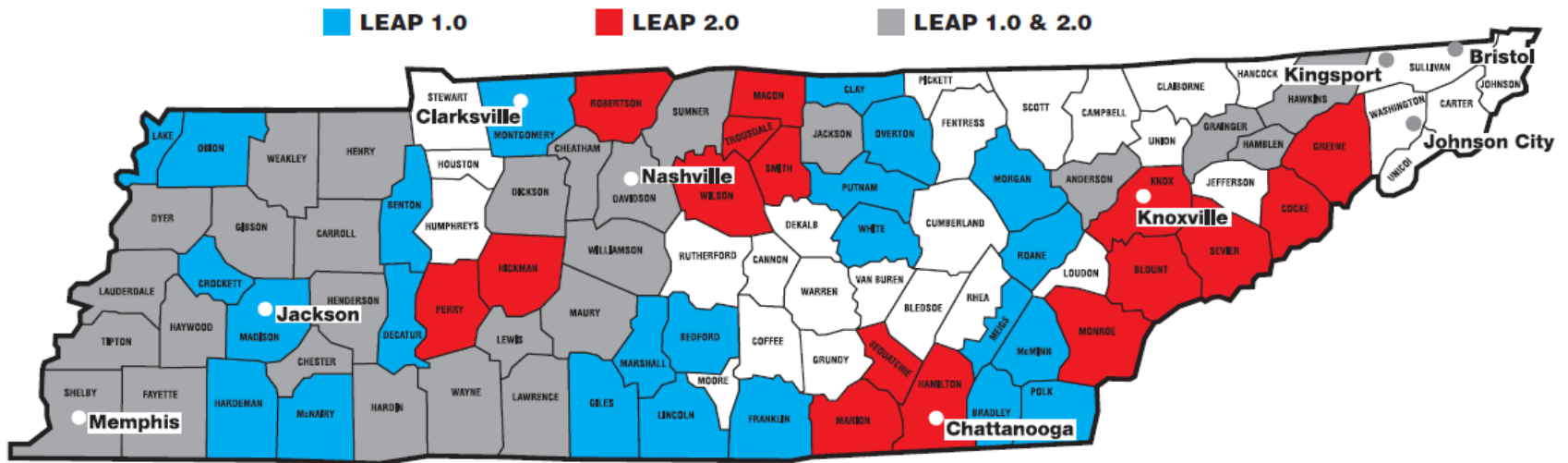
Stakeholders

- Governor's Workforce Subcabinet
 - Tennessee Higher Education Commission
 - Department of Education
 - Department of Labor
 - Economic and Community Development
 - Department of Human Services
 - University of Tennessee / Tennessee Board of Regents
- Regional Collaboratives:
 - Community Colleges and TN Colleges of Applied Technology
 - K12 (career and technical education administrators)
 - Workforce Development Partners
 - Industry Partners

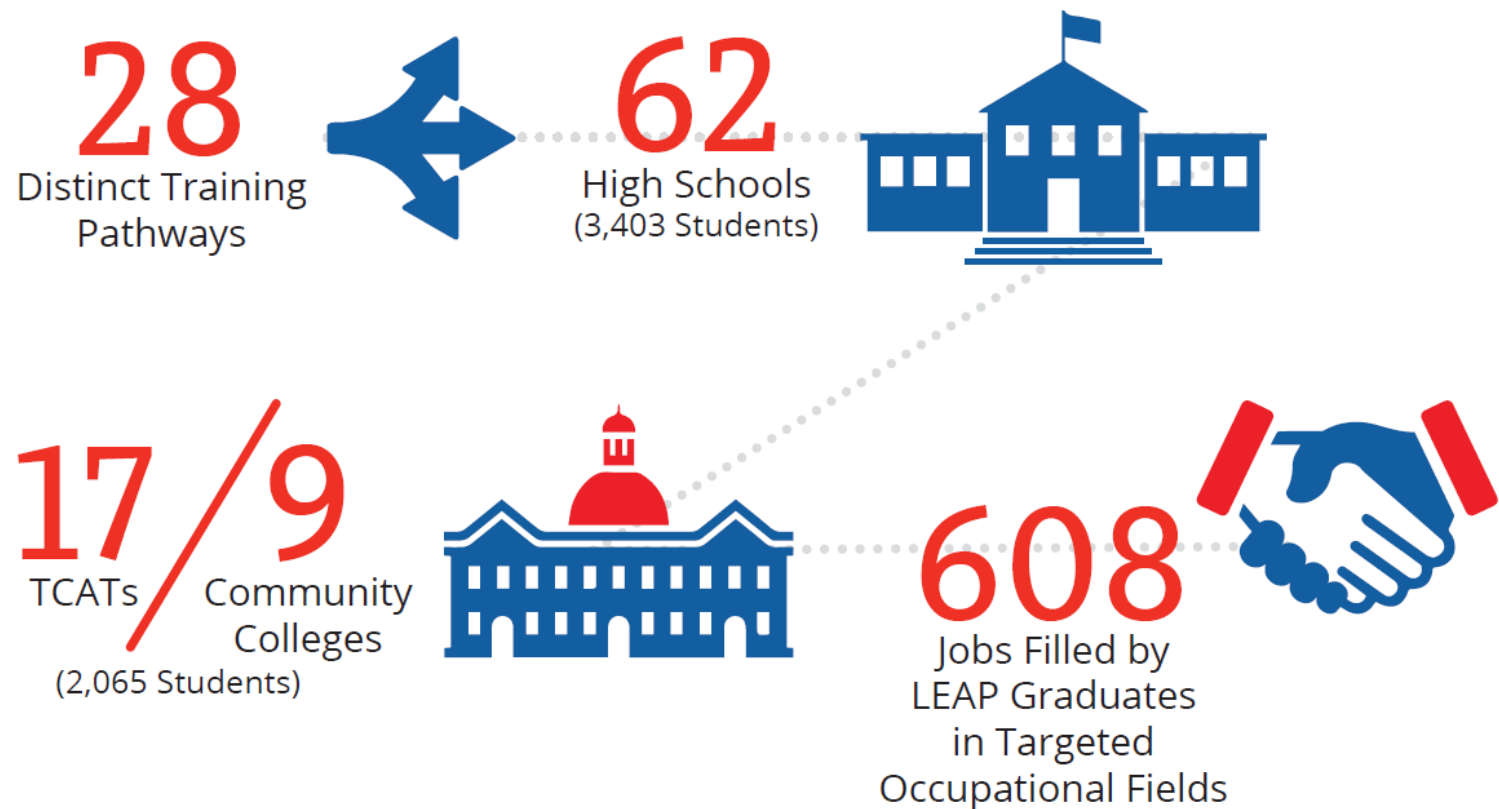
General Program Information and Timeline

- \$10 Million available through competitive grant competition.
 - Maximum funding level: \$1,000,000
 - Local Match required of 10% of grant; up to \$50,000
- 12 were selected for round one; 12 for second round
- 2nd Round: Work-Based Learning

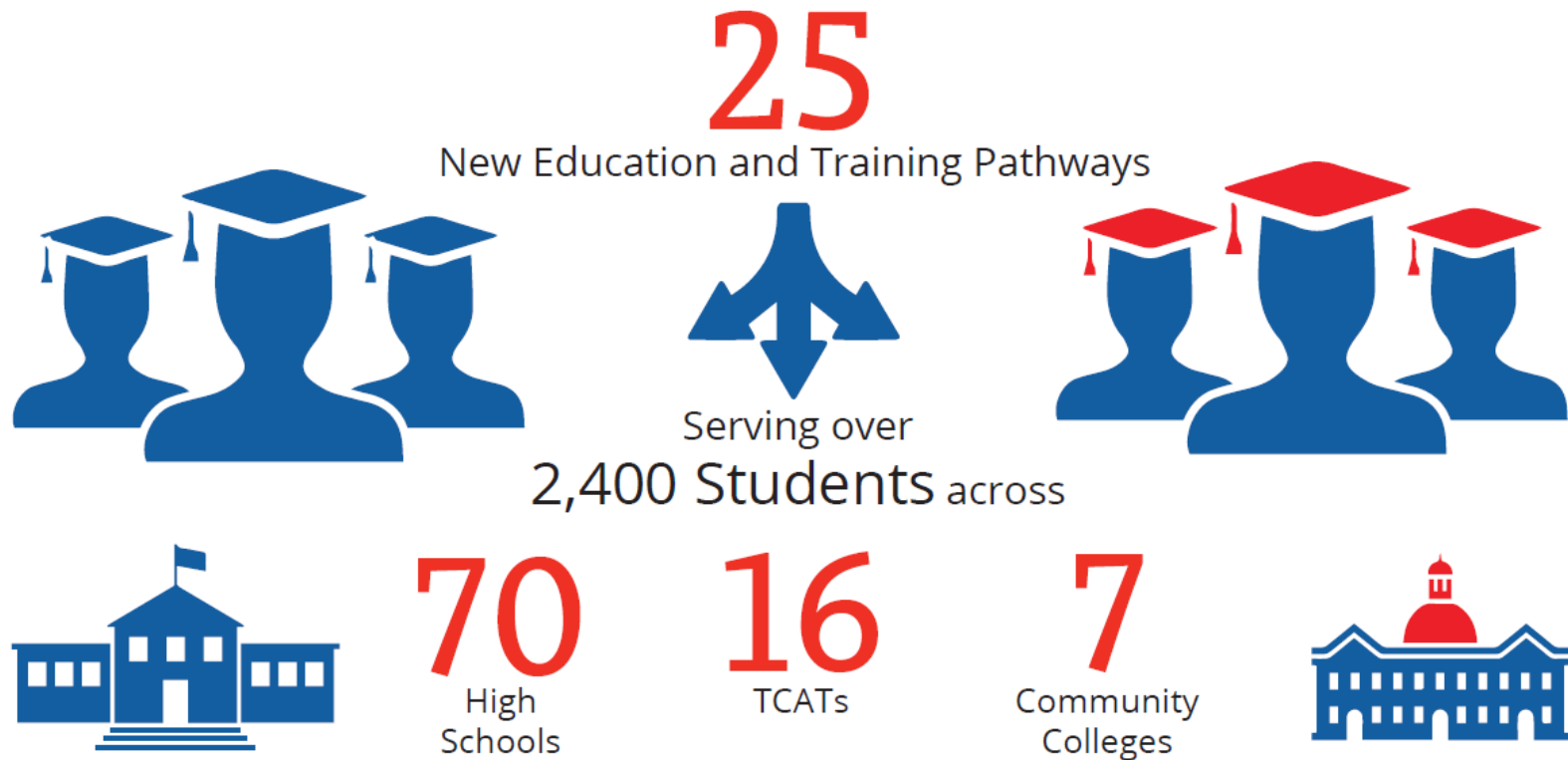
LEAP Service Areas



LEAP 1.0 Grants Credential Pathways



LEAP 2.0 Overview



LEAP Success

84%

of LEAP employers agree or strongly agree that the relationships built by the LEAP Collaborative will enable the community to respond to new training needs in the future.

87%

of LEAP employers agree or strongly agree that they are committed to maintaining the relationships built by the LEAP Collaborative.

100%



Reinforcing this general consensus of employer approval of LEAP programming is the surprising statistic that all surveyed employers (44, 100%) would be more likely to hire a LEAP graduate for a full or part time position within their company.



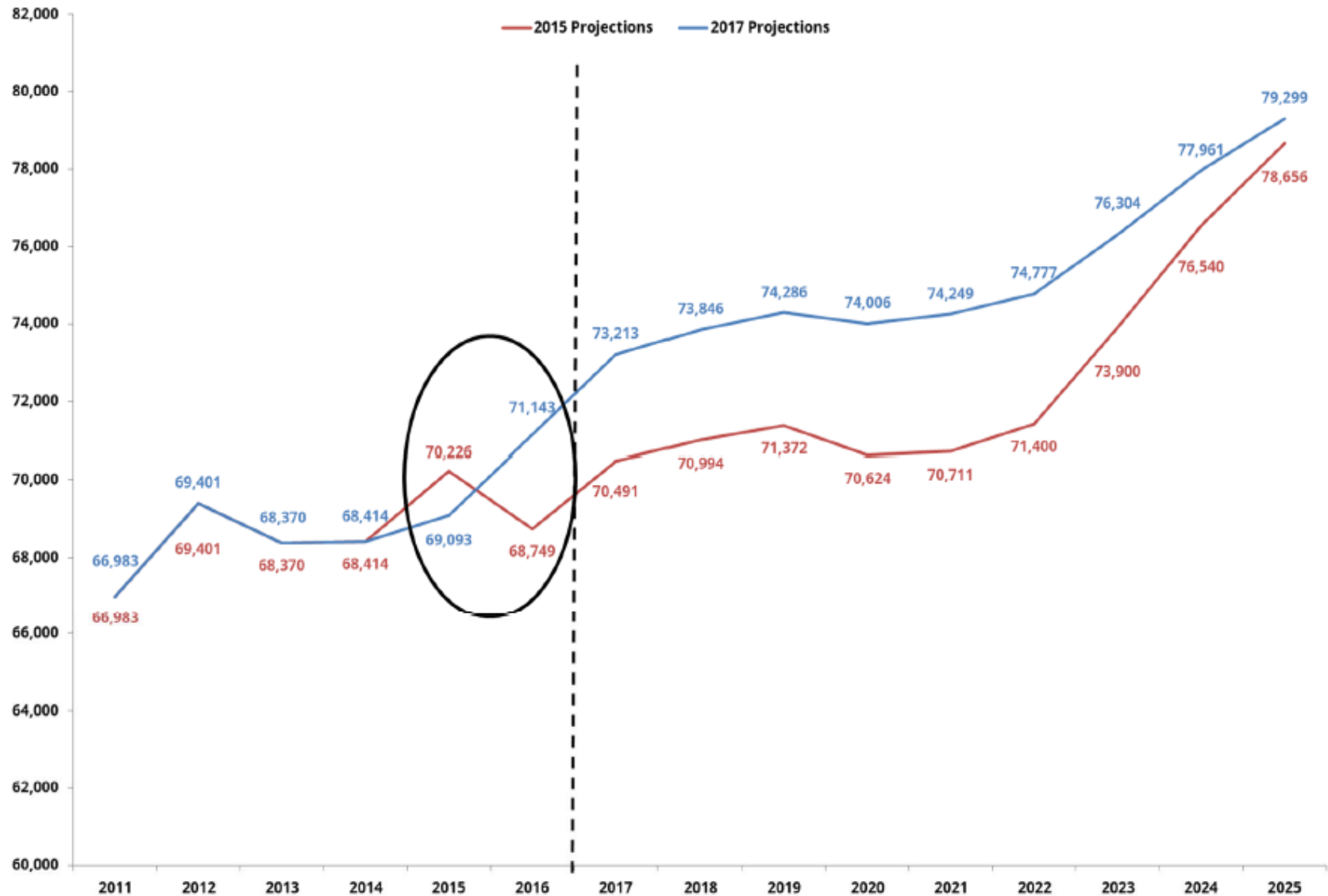
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THANK YOU

Steven Gentile, Associate Chief Fiscal Officer

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Master Plan Projections – 2015 (Original) and 2017 (Updated)



LEAP 2.0

- Extended Grant Period
- Narrowing Focus to Classroom Training
- Focusing on Scalability
- Emphasizing Work-Based Learning
- 12 Selected

Need for Skilled Workers



86%

of LEAP employers believe that their local economy will improve in the next 5 years.



89%

of LEAP employers estimate that their company will experience moderately fast to fast growth over the next 3 to 5 years



80%

of LEAP employers also agree or strongly agree that they anticipate having difficulty finding qualified skilled workers from the local area to fill high-need positions

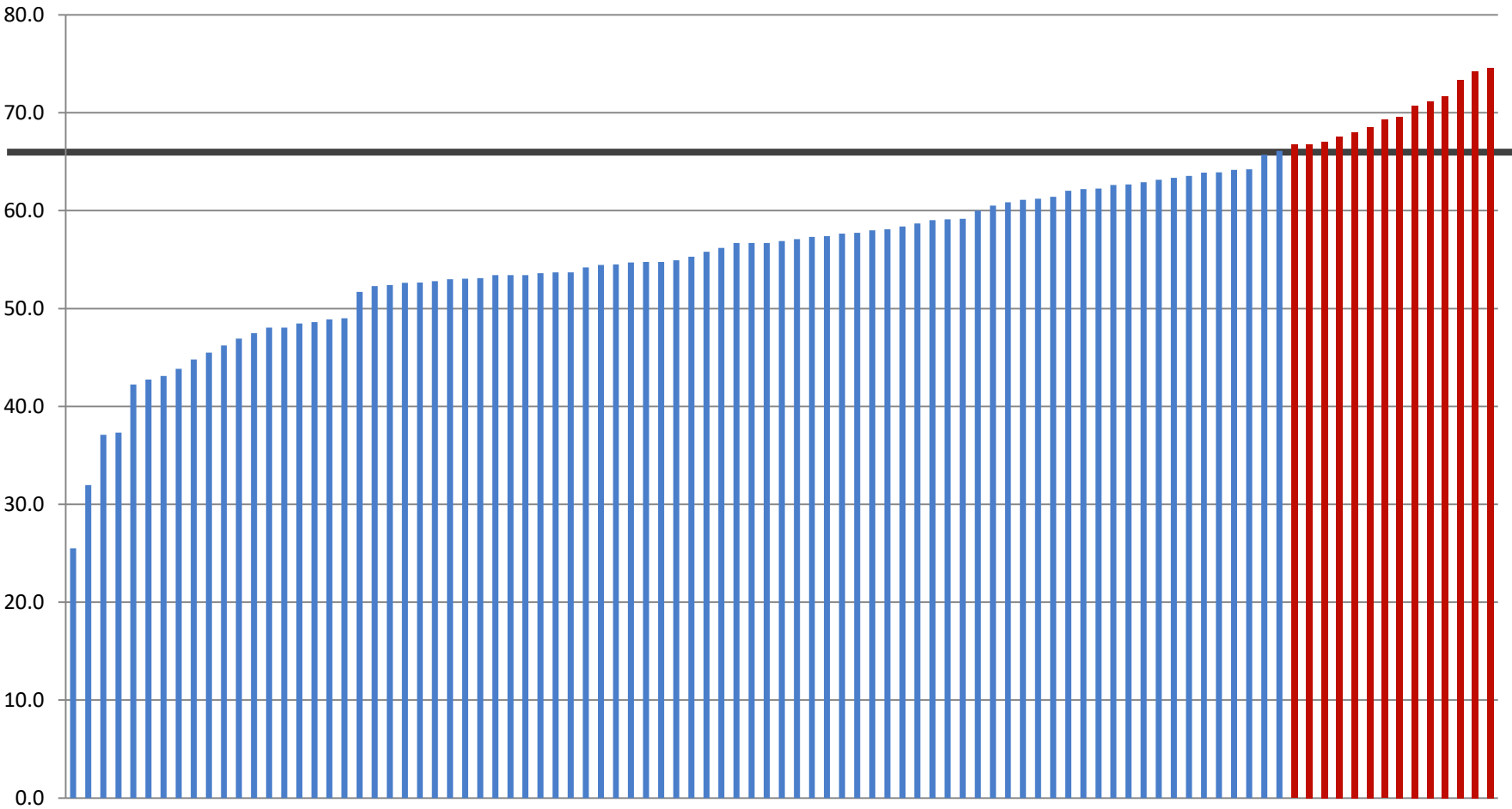


81%

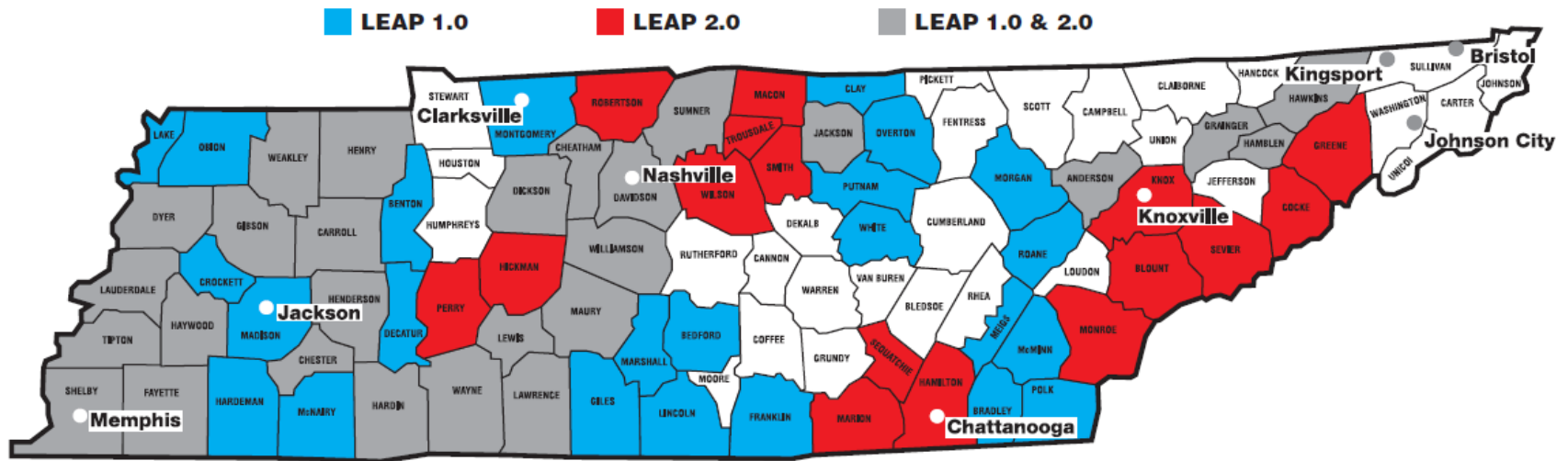
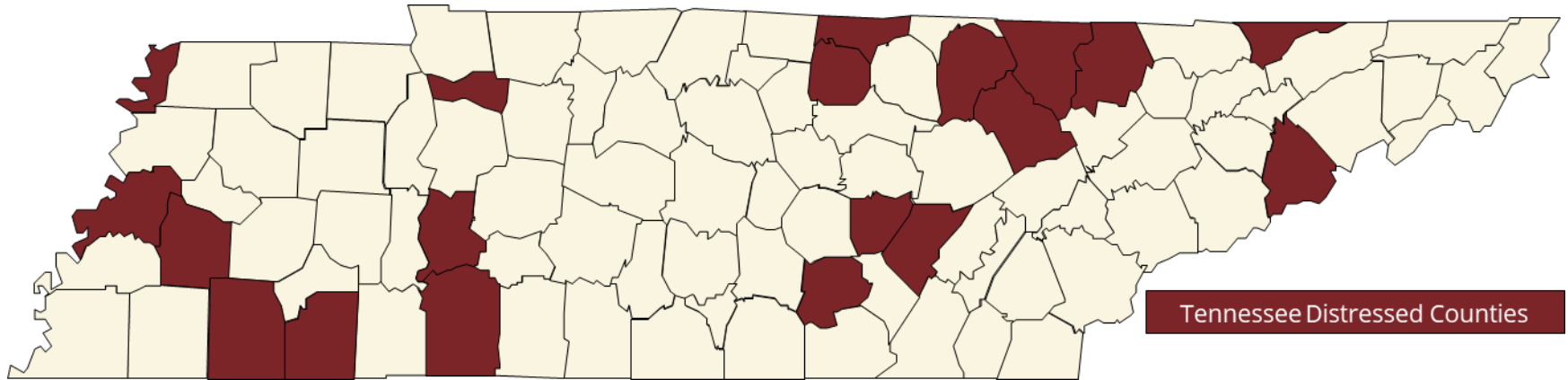
of LEAP employers agree or strongly agree that their LEAP Project produces more talent to help fill open positions

College Going in TN's 95 Counties

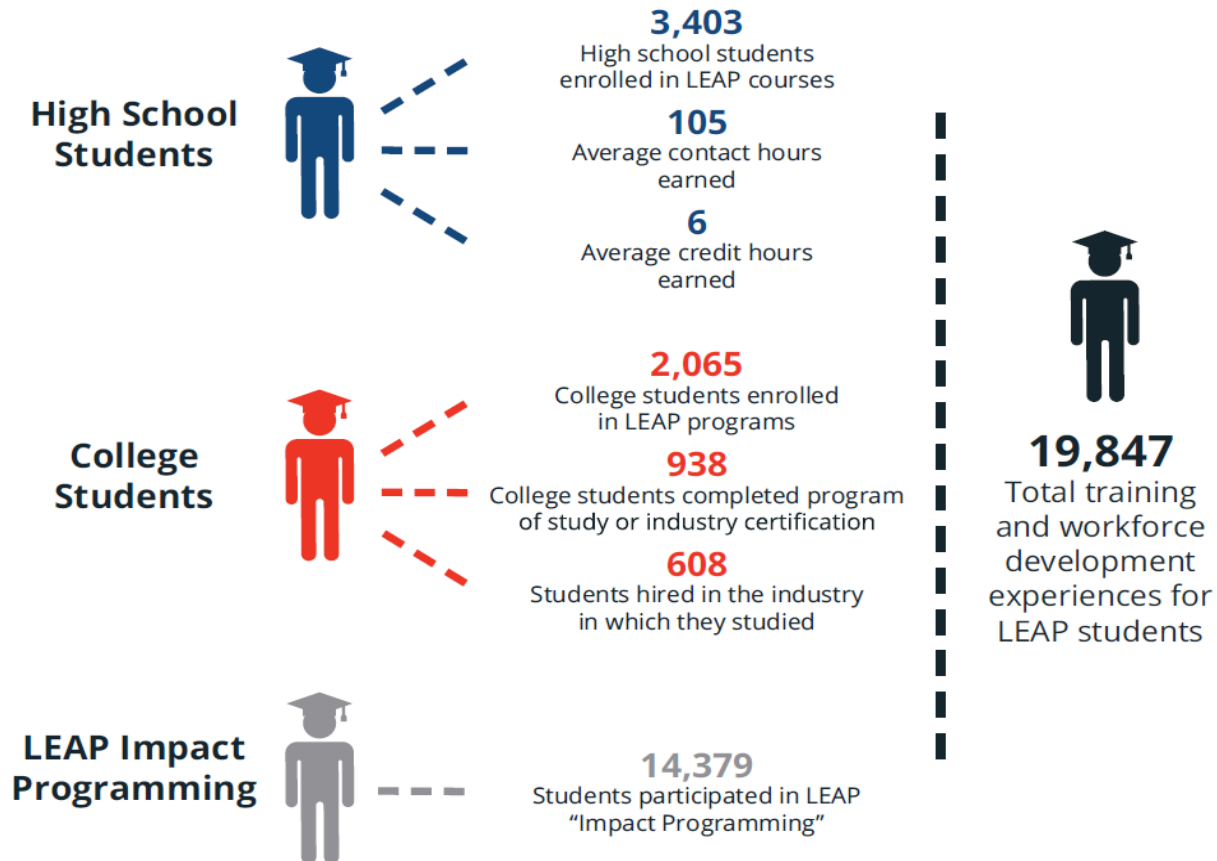
NATIONAL COLLEGE GOING RATE: 66%



Goals Going Forward



LEAP 1.0 Project Outcomes 2015-2017



Early postsecondary opportunities (EPSOs)

- Dual enrollment has grown dramatically over past 5 years.
 - 10-15 percent growth each year.
- State funds first 2 dual enrollment courses; subsidizes additional.
- Beginning Fall 2018, each high school required to provide at least 4 EPSOs (e.g., DE or AP).